

Sioux City Transit System

ATU #779 (Bus Drivers)

7/1/2003 6/30/2007

**LABOR AGREEMENT**  
**BETWEEN**  
**SIoux CITY TRANSIT SYSTEM**  
**AND**  
**AMALGAMATED TRANSIT UNION**  
**LOCAL 779**

**JULY 1, 2003 - JUNE 30, 2007**



*Sioux City*

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## **AGREEMENT**

THIS AGREEMENT, made and entered into by and between the CITY OF SIOUX CITY, its successors and assignees, hereinafter called "CITY", and Division No. 779 of the AMALGAMATED TRANSIT UNION, hereinafter called "UNION".

### **WITNESSETH:**

That the parties hereto contract and agree as follows:

## **GENERAL PROVISIONS**

### **ARTICLE 1**

#### **RECOGNITION, MANAGEMENT, EMPLOYEE COOPERATION**

##### **SECTION 1**

The CITY recognizes the right of its employees to bargain collectively through representatives of their own choice, and recognizes the UNION as the exclusive bargaining representative of all its employees covered by the Agreement. Jurisdiction of the UNION and the appropriate unit for collective bargaining is defined as embracing all operating and maintenance employees included within the classification of employees as set forth in the wage sections of this Agreement.

##### **SECTION 2**

When the term "employee" is used in the Agreement, it shall mean an employee coming within the scope of this Agreement.

##### **SECTION 3**

The CITY will continue to exercise the exclusive right to set its policies, to manage its business in the light of experience, good business judgment and changing conditions; to determine the qualifications for and to select its managerial and supervisory forces; to determine the number of employees it will retain in its services at any time; and to make reasonable rules and regulations governing the operation of its business and the conduct of its employees. The CITY will establish work rules in conference with the executive board of the UNION which will establish personal appearance and personal conduct requirements for the benefit of the Transit System.

##### **SECTION 4**

The employees shall work at all times to the best interest of the CITY; and they shall perform efficient service in their work; they shall operate and handle the CITY'S vehicles at all times in full compliance with rules of the CITY, city ordinances and state laws; and they shall give the riding public courteous and respectful treatment at all times to the end that the CITY'S service may improve and grow. No employee shall accept employment with another employer, that may in any way interfere in their employment with the CITY, or accept any employment competitive to the CITY.

##### **SECTION 5**

The UNION recognizes that accident prevention work is necessary to the operation of the CITY'S transportation system. Safety meetings and general accident prevention work is mutually beneficial both to the CITY and its employees. The UNION agrees it will encourage the employees to

co-operate with the CITY in safety work and to take an active part and interest in accident prevention work.

There shall be an accident review committee established for the purpose of reviewing the cause and preventability of motor coach accidents. The authority of this committee shall only be in the form of recommendation as to whether or not an accident was preventable by the Motor Coach Operator regardless of who may receive a traffic citation. The basis of said recommendation shall adhere to all current City policies pertaining to accidents.

This recommendation shall be submitted to the person(s) entrusted by the City with the decision-making authority and shall be non-binding. The committee shall also have the right to propose suggestions regarding safe operation and/or maintenance practices.

The committee shall be composed of two members selected by management and two members selected by the union. They shall meet at reasonable times but at least a minimum of three times per year. Time spent working on the committee shall be compensable at the straight time hourly rate.

#### SECTION 6

Any accident involving the CITY or its property in any manner shall be reported by all employees involved in the method prescribed by the CITY. Such reports shall be made and delivered to the CITY as quickly as possible, but in no event shall such reports be delayed in excess of twenty-four (24) hours from the time of happening. Operators will be paid twenty (20) minutes for filing accident, incident, or other forms required by the City.

#### SECTION 7

During working hours there will be two employees on duty for safety reasons in the Maintenance Department, when working on the buses or components of buses.

#### SECTION 8

All employees shall have all rights to privacy as guaranteed under State and Federal Constitution.

#### SECTION 9

Subject to the approval of the City Council, the Transit Director will select one employee who will be trained at City expense for the purpose of providing driver training to employees.

### **ARTICLE 2**

### **NEGOTIATIONS**

#### SECTION 1

It is mutually agreed that all business comprehended by this Agreement shall be transacted between the properly accredited officers or agents of the CITY and the regularly elected officers of the UNION or duly accredited committee thereof if requested by Division No. 779.

## SECTION 2

The UNION agrees to furnish the CITY with an up-to-date list of all its officers and committee members, and to immediately notify the CITY of any and all changes thereto.

## SECTION 3

The CITY agrees to pay loss of wages for two (2) members on the negotiating team not to exceed five (5) days each.

## **ARTICLE 3**

### **PROBATIONARY PERIOD**

#### SECTION 1

All part-time employees shall be on probation for a period of ninety (90) days from date of employment unless contrary to state law. All full-time employees shall be on probation for a period of six (6) months from date of employment unless contrary to state law. Such probationary period shall constitute a trial period during which the CITY is to judge the ability, competency, fitness, and other qualifications of new employees to do the work for which they were employed. During such period the CITY may discharge the employee at any time and its right to do so shall not be questioned, nor shall the UNION assert or present any grievance on behalf of any such new employee because of any matter or occurrence whatsoever falling within such probationary period. A part-time employee who has successfully completed a probationary period shall be required to complete another probationary period in accordance with civil service requirements if he/she is moved to full-time employment.

## **ARTICLE 4**

### **DEDUCTION OF MEMBERSHIP DUES**

#### SECTION 1

The CITY agrees to deduct, on a designated regular pay day of each month, from the pay of the UNION members; the regular monthly membership dues of the UNION and voluntary COPE contributions within fifteen (15) days after the date of deduction, provided such members individually and voluntarily authorize the request to the CITY in writing to make such deductions.

#### SECTION 2

The individual authorizations for deduction of regular monthly membership dues shall be worded as follows:

#### **WAGE ASSIGNMENT**

#### **ASSIGNMENT OF MEMBERSHIP DUES AND AUTHORIZATION AND DIRECTIVE RELATING TO THEIR WITHHOLDING**

To: City of Sioux City

I, the undersigned employee of the City of Sioux City do hereby assign and transfer to Division No. 779, of the AMALGAMATED TRANSIT UNION, from any wages earned or to be earned by me as

your employee my regular, periodic and current monthly membership dues in said UNION. I also do hereby individually and voluntarily authorize and direct the City of Sioux City to withhold such regular, periodic, and current monthly membership dues, as are reported to the said City of Sioux City by the Secretary-Treasurer of said UNION from any wages earned by me during the second pay day next succeeding such period. All sums so withheld are to be transmitted by the City of Sioux City to the Secretary-Treasurer of Division No. 779.

The authorization shall be terminable by me at any such time by giving said CITY thirty (30) days written notice of such termination.

I hereby represent an exact copy of this Agreement, Authorization and Directive was furnished to me at the time I executed the same.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Employee

## **ARTICLE 5**

### **DISCIPLINE OF EMPLOYEES**

#### **SECTION 1**

Any employee who has been suspended or discharged for the violation of any of the rules of the CITY or because of other offenses shall have the right to have his case taken up as hereinafter provided by the officers or committee of the UNION with the official or officials of the CITY designated by the CITY. If it is found and mutually agreed to by the UNION and the CITY that such employee was not guilty of the charge for which they were suspended or discharged, such employee shall be reinstated and paid all time lost through such suspension or discharge at their regular straight time rate of pay.

#### **SECTION 2**

In order to assure that disciplinary action is timely, the City agrees that, when it is considering disciplinary action against an employee, it will hold a meeting with the employee within ten (10) days from the date on which the City received a report which is the basis for consideration of disciplinary action. The ten day period shall exclude Saturdays, Sundays, Holidays and Vacations.

Unless there are extenuating circumstances regarding the operation of the Transit System, the disciplinary action will be imposed within twenty (20) days from the date on which the decision to discipline is made. The twenty day period shall exclude Saturdays, Sundays, Holidays and Vacations.



## ARTICLE 6

### GRIEVANCES AND ARBITRATION PROCEDURES

#### SECTION 1

A grievance is defined to be:

- a. Any controversy between the CITY and the UNION as to any matter involving the interpretation of the terms of employment as set forth, or
- b. Any controversy between the CITY and the UNION as to whether or not any employee suspended or discharged for violation of any rule of the CITY or the commission of some other offense is guilty of such violation or offense.

#### SECTION 2

Should any employee or group of employees have a grievance, it shall be presented and resolved in the following manner:

STEP ONE - Within five (5) working days after the act or incident occurs or five (5) working days after the knowledge of the act or incident, the grievance must be filed in writing by the employee and/or the representative of the employee and given to the Transit Manager. The City shall have five (5) working days after the filing of the grievance to answer said grievance in writing.

STEP TWO - If the grievance is not settled in STEP ONE, the employee or his/her representative may request in writing a meeting within ten (10) working days with the City Manager to discuss the grievance. After the meeting, the City shall render a determination in writing within ten (10) working days.

#### STEP THREE - ARBITRATION

- a. If the grievance is not settled satisfactorily in the above STEP TWO, the UNION may invoke arbitration by giving written notice to the CITY within twenty (20) working days after the date of the STEP TWO answer.
- b. Within five (5) working days after the demand for arbitration, each party shall appoint one (1) person as its member of a board of arbitrators. The arbitrator appointed by the UNION and the arbitrator appointed by the CITY shall meet within five (5) working days and attempt to settle the issue. If no settlement is reached, the UNION shall then request a list of five (5) arbitrators from the Federal Mediation and Conciliation Service (or the American Arbitration Association if mutually agreed to) within five (5) working days of the conclusion of the meeting. In making such requests, the parties shall ask for arbitrators who are available to hear the case within thirty (30) working days. Within five (5) working days, after the list is received, the CITY and the UNION shall determine the initial strike by the flip of a coin. The parties shall alternately strike names from the list and the last name remaining shall serve as the mutual arbitrator.
- c. The mutual arbitrator shall convene the hearing in Sioux City, Iowa, and shall conduct the hearing using such rules and procedures as he/she may adopt. However, the mutual arbitrator shall not have the right to add to, subtract from, modify, or disregard any of the terms or provisions of this Agreement.

d. DECISIONS

The decision of the mutual arbitrator shall become final and binding on the parties to the Agreement, when delivered in writing to them. The fees and expenses of the mutual arbitrator shall be borne equally by both parties. Further, the CITY and the UNION shall bear individually the cost of their own witnesses, exhibits, and representation.

e. TIME LIMITS

The time limits set forth in this Article shall exclude Saturday, Sunday, and holidays.

f. TIMELINESS

The UNION and the CITY may mutually agree to extend the time limits set forth in this Article (Article 6 of this Agreement).

## ARTICLE 7

### STRIKES AND LOCKOUTS

#### SECTION 1

During the life of this Agreement, neither the UNION, its members, or the employees covered by this Agreement shall call, sanction, assist, or engage in any strike, slow-down, or stoppage of the CITY'S work, operations, or service, or in any manner sanction, assist, or engage in any restriction or limitations of the work, operations or services of the CITY.

#### SECTION 2

During the time of this Agreement, the CITY shall not cause or permit any lock-outs of any of the employees covered in this AGREEMENT.

#### SECTION 3

The primary purpose of this Article rests in the mutual desire of the parties to the Agreement to provide for uninterrupted transportation service to the citizens and residents served by this CITY. Accordingly, there shall be no sympathetic strikes under any circumstances.

#### SECTION 4

Because of tradition that dates back many years, it is agreed by the CITY that no employee, or member of the Amalgamated Transit Union will not in any way be criticized or disciplined for his refusal to cross a picket line. A picket line, as far as terms of this Agreement shall be a picket line that crosses on private property that pertains to single business.

## ARTICLE 8

### LEAVES

#### SECTION 1

Members of the UNION who may be elected or appointed to any office of the UNION, local or international, which requires absence from the service of the CITY shall be granted a leave of absence without pay and without loss of seniority to attend to the duties of his office; provided that such leave of absence shall not be in such numbers as to be a detriment to the service of the CITY; and, provided such employee applies for reinstatement during the term of this Agreement, or any renewal, amendment or extension thereof within thirty (30) days from the date of retirement from such office. When an employee is granted UNION leave, then the CITY may replace the employee on leave by assigning an employee who is not and would not be in overtime status as a result of this assignment. (The City agrees to maintain current contract language and the Union agrees to withdraw the prohibited practice complaint which it filed against the City).

#### SECTION 2

Employees applying for reinstatement after a leave of absence of more than thirty (30) days must be able to qualify for the job under the then existing employment standard of the CITY, and their compensation shall be at the then prevailing rate. Employees returning from leave of absence shall retain their original assignment at the time of leaving except in cases where vacancies, new positions or changes have been made during the period of their absence; in which event such employees shall be allowed to exercise their seniority in displacing a junior employee on such vacancies, new positions or changes.

#### SECTION 3

The period of leave of absence in excess of thirty (30) days shall not be considered as time worked or as service with the CITY within the meaning of any of the other provisions of this AGREEMENT.

#### SECTION 4

Employees on leave of absence from the CITY'S service shall be furnished a letter covering such leave of absence. A copy of such letter shall be furnished to the UNION.

#### SECTION 5

Leave of absence for purposes other than those hereinabove set forth may be granted for periods not to exceed thirty (30) days; provided however, that the granting of such leaves shall be entirely at the option of the CITY and such leaves shall be taken subject to the provisions of Section 2, 3, and 4 of the Article.

#### SECTION 6

Sick leave benefits for pre-determined temporary disabilities (such as, but not limited to, maternity, surgery, etc.) shall be granted for the period of medical confinement which shall be the time medically indicated for the termination and recommencement of duties.

Any employee whose spouse has given birth to a child may be granted, upon written request, up to seven (7) days leave without compensation.

## SECTION 7

No employee under this AGREEMENT shall suffer loss of regular pay for the time actually spent in jury service. During such service they shall receive their hourly rate of pay for each scheduled work day lost, less the amount of pay received from jury service. When released from jury duty during working hours, the employee shall report to work within one (1) hour, unless less than one (1) hour remains in the employee's working day. Employees shall not be required to work beyond their scheduled hours. When an extra board operator is released for jury duty, their scheduled hours for that day shall be the hours that would have fallen to them by the rotation of the board.

## SECTION 8

Three (3) consecutive days bereavement pay will be paid upon the death of each of the following: Spouse, son, daughter, mother, father, brother, sister, brothers/sisters-in-laws, step-parents, half-brothers, half-sisters, step-children, grandparents, grandchildren, and parents-in-law. If additional time is needed, this time will be charged to sick leave, but not to exceed seven (7) consecutive days. Proof of death must be furnished the CITY upon request. Funeral leave must be used to attend the funeral and the leave days must be used within seven (7) calendar days of the first day on which leave is used.

## SECTION 9

Should the occasion arise where it is necessary to suspend service due to a storm causing it to be impossible or unwise to continue operation, all operators will be paid for the full amount of the day's assignment, providing they meet the following eligibility rules:

- a. The employee has reported for duty at the proper time and place.
- b. The employee makes himself available for work in event service resumes.

## SECTION 10

If employee while on duty witnesses an accident and is subpoenaed as a court witness they shall receive their hourly rate of pay for each scheduled work day loss, that amount being the difference between lost time and subpoenaed reimbursement.

## SECTION 11

Any employee who serves in any military capacity; State or Federal level, who is or may be otherwise inducted into the military service of this State or of the United States shall, when ordered by the proper authority to active State or Federal service be entitled to a leave of absence for the period of such active service, State or Federal, without loss of pay during the first thirty (30) days of such leave of absence. Any employee who returns from military leave shall return to their original status.

## SECTION 12

Employees of the CITY included within the wage classification as set forth in this Agreement shall become qualified for and entitled to an annual vacation as follows:

- a. Employees of the CITY included in the wage classifications as set forth in this Agreement shall become qualified for and entitled to an annual vacation as follows:

After one (1) year	1 week (40 hours)
After two (2) years and for each year thereafter, up to and including, the sixth year	2 weeks (80 hours)
After six (6) years and for each year thereafter, up to and including, the fourteenth year	3 weeks (120 hours)
After fourteen (14) years and for each year thereafter, up to and including, the nineteenth year	4 weeks (160 hours)
After the nineteenth year	5 weeks (200 hours)

Employees shall accrue vacation as follows:

During the first year	1.538 hours per bi-weekly pay period
During the second through fifth year (2 weeks)	3.076 hours per bi-weekly pay period
During the sixth through fourteenth year (3 weeks)	4.614 hours per bi-weekly pay period
During the fifteenth through nineteenth year (4 weeks)	6.152 hours per bi-weekly pay period
After the nineteenth year (5 weeks)	7.692 hours per bi-weekly pay period

During the first year of employment, the employee is not eligible for vacation leave. Only upon completion of one (1) year of continuous employment has an employee earned and is entitled to one (1) week of vacation.

- b. To be eligible for the full annual vacation as provided herein, an employee must have worked at least 1,664 hours during the calendar year immediately preceding January 1<sup>st</sup> of any year.

### SECTION 13

An employee who has not worked 1,664 hours but who has worked at least 1,040 hours will be granted vacation on a prorated basis.

### SECTION 14

For purposes of determining eligibility for vacation, the term "hours worked" is defined to mean all hours actually worked (credited on a straight time basis only), vacation hours, and holiday hours.

## SECTION 15

One week of vacation may be carried into next year at employee's discretion, additional time may be carried over with Management's approval.

## SECTION 16

The foregoing provision of this Article shall not entitle any employee to pro-rated vacation allowance if employment is terminated prior to the completion of one (1) calendar year.

## SECTION 17

Between January 1 and January 15 of each year, the CITY shall determine the vacation eligibility of all its employees currently on the payroll as of January 1 of said year and post such information on the bulletin board, together with a seniority list. The CITY shall determine the number of employees who can be off at any one time and establish the periods of vacation of all employees entitled to vacations in accordance with the eligibility provisions of this Article. Each employee shall bid a vacation in accordance with their seniority. All employees shall be required to select one-half of their total allocation of vacation days, including carryover days, not later than February 15 of each year, such days may be cancelled (changed) provided that the employee selects days which are open for vacation at the time of cancellation. All employees who are entitled to take at least two (2) weeks of vacation shall be required to take vacation in weekly increments as follows: if the employee has accrued two or three weeks of vacation, then one week must be taken in a weekly increment; if the employee has accrued four or five weeks of vacation, then two weeks must be taken in weekly increments; if the employee has accrued six weeks of vacation, then three weeks must be taken in weekly increments.

## SECTION 18

In the event the CITY may determine additional employees may be off at any time or vacancy of a vacation period exists due to the termination of employment with the CITY, such vacancies may be bid in by seniority.

## SECTION 19

Vacation may be granted with management's approval in minimum increments of four (4) hours.

## SECTION 20

Should the occasion arise where it is necessary to suspend service because of a storm causing it to be impossible to operate (at the Manager's discretion) employees will be compensated up to twelve (12) hours pay per fiscal year.

# **ARTICLE 9**

## **PHYSICAL EXAMINATIONS**

### SECTION 1

The CITY may require any of its employees to submit at any time to a physical examination by a Board Certified Physician duly licensed to practice as such.

Prior to June 30, 1998, all employees will be required to obtain a physical examination which satisfies the requirements for a Commercial Driver's license for bus drivers. Thereafter, employees will be required to obtain a physical examination which meets the CDL requirements every two years. The cost of these physical exams will be paid by the City.

## SECTION 2

The examining Board Certified Physician shall be selected by the CITY and the cost of such examination shall be paid by the CITY.

## SECTION 3

As a condition of continued employment with the CITY, any physical examination provided for must reveal the physical and mental fitness of the employee involved to perform their duties. They may at their option have a review of their case in the following manner:

- a. Employees may employ a Board Certified Physician of their own choosing and at their own expense for the purpose of conducting a further physical examination for the same purpose as the physical examination made by the Board Certified Physician employed by the CITY. A copy of the findings of the Board Certified Physician chosen by the employee involved shall be furnished to the CITY. In the event that such findings verify the findings of the Board Certified Physician employed by the CITY, no further medical review of the case shall be afforded.
- b. In the event that the findings of the Board Certified Physician chosen by the employee involved shall disagree with the findings of the Board Certified Physician employed by the CITY, the CITY, at the written request of the employee involved, will ask that two Board Certified Physicians agree upon and appoint a third qualified, licensed, disinterested Board Certified Physician for the purpose of making a further physical examination. The findings of a majority of the three (3) examining Board Certified Physicians shall determine the disposition of the case and be final and binding upon the parties hereto. The expense of the employment of such a third Board Certified Physician shall be shared equally by the CITY and the UNION.

## SECTION 4

Should any physical examination above provided for reveal physical or mental unfitness caused by disease, defects or disabilities of a temporary and curable nature, and the employee involved is willing to have the cause or causes of such unfitness treated and rectified; depending upon the particular circumstances of each case:

- a. The employee involved may continue working, with the approval of the examining Board Certified Physician, while undergoing medical treatment.
- b. The employee involved shall be taken out of service and given a leave of absence for the purpose of undergoing medical treatment until such time as the examining Board Certified Physician shall certify to the employee's physical and mental fitness to perform again the duties for which the employee was hired; provided however, such leave of absence shall not extend for a period of more than one and one-half (1½) consecutive years, and the seniority of the employee involved shall be unaffected thereby. Such a leave of absence shall further be subject to the provisions of the Article relating to Leaves of Absences, and any employee on leave of absence because of physical or mental unfitness to perform their duties may be required to supply the CITY with a Board Certified Physician's report covering their condition at least once every thirty (30) days.

## SECTION 5 DRUG TESTING

The CITY shall undertake and shall require the participation of its employees in an anti-drug program as follows:

- a. The Drug Policy, attached hereto as Addendum "A", is hereby adopted as a part of this Agreement.
- b. The CITY and UNION shall amend by mutual agreement the Drug Policy from time to time as shall be necessary to bring such policy in compliance with changes in the federal laws, rules and regulations.
- c. The CITY will seek from FTA a waiver of the random testing requirements of the Drug Policy so as to comply with the laws of the State of Iowa. During the period of such waiver, the random testing provisions of the Drug Policy shall not be enforced.
- d. The CITY will establish an Employee Assistance Program for drug and alcohol related problems.
- e. The Drug Policy shall be in compliance with all local, state and federal laws and regulations.

## **ARTICLE 10**

### **REDUCTION IN PERSONNEL - RE-EMPLOYMENT**

#### SECTION 1

When necessary to reduce employees, lay-offs shall be in reverse order of seniority within the respective classifications. A senior employee laid off in a higher classification shall be permitted to displace a junior employee of lower classification.

#### SECTION 2

When regular forces of motor coach operators or maintenance employees are increased, former employees of the CITY who were laid off in accordance with the provisions of this Article shall be offered re-employment in the reverse order in which they were laid off, provided that this AGREEMENT or any renewal, amendment or extension thereof is still in effect and no more than one (1) year shall have lapsed since their lay-off.

#### SECTION 3

When a lay-off exceeds thirty (30) days, the person offered reemployment under the provisions of this Article shall pass a physical examination conducted by a Board Certified Physician selected by the CITY and such person shall be subject to the then existing conditions of employment of the CITY.

In the re-employment of personnel as provided in this article the following procedures will be followed:

- a. The CITY will attempt to notify each person to be re-employed to report for work by registered U.S. Mail (return receipt requested). Such letter shall be directed to the last known address of such person, and a copy thereof shall be furnished to the UNION. By



so doing, the CITY shall have discharged its obligations under this Article. Employees who were laid off must keep the CITY and the UNION supplied with a correct and up-to-date mailing address or risk forfeiture of their seniority and re-employment rights.

- b. Persons notified must report for work within ten (10) days after date of mailing letter, or lose their seniority and re-employment rights, however, this ten (10) day period may be extended under certain conditions if mutually agreeable to parties of this Agreement.

#### **SECTION 4**

No employee represented by the UNION shall be laid off in accordance with the provisions of this Article, shall be laid off or otherwise deprived of employment, or placed in a worse position with respect to compensation, hours, working conditions, fringe benefits, or rights and privileges at any time during their employment as a result of a Federal Project. The city-owned system shall have the burden of affirmatively establishing that any deprivation of employment or other worsening of employment position has not been as a result of the Project.

### **ARTICLE 11**

#### **GENERAL SENIORITY**

##### **SECTION 1**

The seniority and date of employment of all employees shall be deemed to be correctly established as of the effective date of this AGREEMENT.

##### **SECTION 2**

The seniority of an employee shall be determined on date of employment. Employees may not hold seniority in more than one (1) department of the CITY. Seniority may not be transferred from one department to another.

### **ARTICLE 12**

#### **FREE TRANSPORTATION**

##### **SECTION 1**

All employees of the CITY covered by this Agreement, their spouses and all dependents of 18 years of age or under and dependents attending an accredited school, shall be entitled to free transportation. All employees, spouses and dependents using the facilities of the CITY shall abide by the rules and regulations of the CITY. All pensioners and spouses shall retain pass privileges.

##### **SECTION 2**

All passes or tickets used under the provisions of this Article shall be non-transferable. No employee, spouse or dependent shall be entitled to free transportation while such employee is on leave of absence in excess of thirty (30) days except by mutual consent. Individual pass privileges mentioned herein may be revoked if abused.

### SECTION 3

The City will provide a maximum total amount of one hundred dollars (\$100.00) per year to the Union for payment of qualifying parking expenses incurred by representatives of the Union who attend negotiations, grievance meetings, or pre-disciplinary meetings at City Hall. Qualifying parking expenses include City parking meters and City parking ramps.

## **ARTICLE 13**

### **HOLIDAY PAY**

#### SECTION 1

In order that no employee shall have their pay reduced by reason of losing the opportunity to work when a holiday falls on a work day, all employees covered by this Agreement shall be paid for six (6) holidays, providing they meet the eligibility rules; the employee has been in the service of the CITY for a period of six (6) months on the date of the holiday, and has worked the last scheduled work day prior to and the next scheduled work day after such holiday within the employee's scheduled work week, except employees excused. Employees excused due to illness or injury may be required to furnish a physician's statement verifying the illness.

#### SECTION 2

An employee shall not be eligible to any of the benefits of Section 1 with respect to the holiday which falls within a period of discipline by suspension, penalty pay, and leave of absence. An employee is eligible for holiday pay if excused, on vacation, sick leave, bereavement leave, or official union business.

#### SECTION 3

Holiday pay to employees eligible under the provisions of this Section shall be eight (8) hours of their regular straight time hourly rate.

#### SECTION 4

Recognized holidays within the meaning of this Agreement shall include New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day or days celebrated as such.

#### SECTION 5

An employee's birthday shall be paid as a holiday and shall be taken on actual date of birthday. If the employee's birthday falls on the employee's regularly scheduled day off, then the employee will be paid for the holiday at the straight time hourly rate of pay.

#### SECTION 6

Full and part-time employees shall receive one personal holiday which must be used during the period of July 1 through June 30. In their initial year of employment, employees who are hired between July 1 and December 31 shall receive one holiday, and employees who are hired between January 1 and June 30 shall receive no personal holiday. Part-time employees shall receive eight hours pay for their personal holiday.

## ARTICLE 14

### SICK LEAVE

#### SECTION 1

Each full-time regular employee shall be granted sick leave with pay to be used with the approval of the department head concerned, for absence due to illness, quarantines or injury of the employee.

- a. For each completed calendar month of service, all regular full-time employees shall accrue one (1) day of sick leave with pay per month. Such leave is earned as long as an employee is not on leave without pay basis.
- b. Paid sick leave shall be charged on the basis of time actually missed and only when a days' work is missed shall an employee be charged with a full days sick leave.
- c. Sick leave which is used for an appointment with a health provider must be supported by written verification of date and time of the appointment.

Requests for sick leave must be made before the employee is regularly scheduled to report for work. Sick leave application must be submitted on first work day following illness. No sick leave will be granted until an employee has sick leave accumulated up to ten (10) days, except for an employee who is hospitalized as an inpatient or has an outpatient procedure with instructions from his/her doctor not to return to work.

In the event employee has no accumulated sick leave benefits and is absent due to illness, he or she shall be placed in an inactive status. After thirty (30) days on inactive status, the employee will not be eligible to any of the benefits as outlined in this contract.

#### SECTION 2

- a. No employee shall receive compensation by reason of sick leave benefits until the department head has certified the cause of the absence.
- b. Employees claiming sick leave over three (3) days may be required by their department head to file a certificate signed by an individual engaged in the healing arts licensed by a state government which states the extent and nature of the illness or injury and states that the employee was incapacitated for work for the period of his or her absence. The statement is also required to indicate that the employee is physically able to resume all work assignments consistent with the employee's classification.
- c. If the Transit Manager suspects that an employee may be abusing sick leave, the employee will be required to report to a physician designated by the City to secure a certificate for any absence under this provision. The City will pay the cost of this examination. However, if during the preceding twelve months the employee has been required to report to a physician in accordance with this provision and the employee has been unable to secure a certificate verifying his/her absence, then the employee shall pay the cost of the examination.

- d. When an employee receives weekly Worker's Compensation benefits, the employee may not use their sick leave for the same injury or illness. Furthermore, sick leave will not accumulate while an employee is on Worker's Compensation.
- e. Unused sick leave shall be accumulated up to and including one-hundred and eighty (180) work days.

### SECTION 3

When an employee sustains a personal injury arising out of and in the course of their employment they may, for a period not to exceed the first three (3) working days of total disability following the injury, use earned and unused sick leave credits. Beginning in the eighth calendar day of total disability following the date of injury and up to and including the twenty-eighth day of total disability, the employer shall pay the injured employee in addition to the Worker's Compensation benefits to which said employee is entitled, a sum which together with said Worker's Compensation benefits will equal seventy-five (75%) of the rated salary they would have received had they not been incapacitated. After said twenty-eight (28) calendar day period, the employee shall be entitled only to the benefits payable under the Iowa Worker's Compensation Law.

An employee who is physically able must report within twenty-four (24) hours of an injury, however minor, to their supervisor. In failing to do so, employee will not be eligible for injury leave as outlined. All injuries on the job shall be reported in writing, as specified by law, within twenty-four (24) hours by the supervisor.

### SECTION 4

Employees shall be compensated for unused sick leave within the contract year (July 1 to June 30) on the following basis:

0 - 8 hours used	\$275
9 - 16 hours used	\$200
17 - 24 hours used	\$125

The additional compensation of unused sick leave shall be paid on the first payday of August for sick leave which was not used during the previous fiscal year.

## **PROVISIONS RELATING TO MOTOR COACH OPERATORS**

### **ARTICLE 15**

#### **RUNS, DAYS OFF - MOTOR COACH OPERATORS**

##### SECTION 1

A regular assigned run is a day's work selected by a regular Motor Coach Operator in accordance with their seniority. All other pieces of work shall be classed as extra work.

##### SECTION 2

- a. A straight run is defined as continuous hours of work.
- b. A split run is defined as two (2) pieces of work. There shall not be three (3) way splits.

- c. All split runs containing a time spread in excess of twelve (12) hours shall have a penalty pay provision of one-half (½) of the straight time hourly rate of pay for the time in excess of twelve (12) hours. The penalty time as provided in this Section shall not be used in the computation of overtime and shall never be paid at the overtime rate of pay. The CITY agrees to make as many straight runs as possible.

### SECTION 3

All regular runs shall consist of eight (8) hours of pay time.

### SECTION 4

All Motor Coach Operators shall be entitled to two (2) days off each week, one day being Sunday. Days off shall be bid in accordance with seniority. The CITY shall determine the number of Motor Coach Operators that can be off in any one (1) day.

### SECTION 5

This Article is intended to provide a basis for establishing normal work schedules and to provide a basis for calculating overtime and shall not be construed as a guarantee of hours of work per day or per week.

## **ARTICLE 16**

### **RUN SELECTION AND ASSIGNMENT**

#### SECTION 1

There will be a general selection and assignment of regular runs on March 1st and December 1st, and additional selection and assignment of regular runs at the closing and opening of the school term and at such other times as the CITY deems necessary. All runs must be selected.

#### SECTION 2

All new regular runs shall be submitted to the Executive Committee of the UNION at least twenty-four (24) hours prior to their posting.

#### SECTION 3

Except in cases of emergency, whenever a selection and assignment of regular runs has been determined in accordance with the provision of this Article, all regular runs, together with the seniority list of Motor Coach Operators, shall be posted on the board for selection of runs in accordance with seniority. Such runs shall be posted at least fifteen (15) days before the new run assignments go into effect, so the Motor Coach Operators involved may familiarize themselves with the changes in the runs. The selection of runs shall be completed eight (8) days before the new run assignments go into effect.

#### SECTION 4

When a regular run is discontinued or changed, the regularly assigned Motor Coach Operator on such run may exercise their seniority and displace any junior operator. All Motor Coach Operators shall operate their original assignment until the Monday following such change in schedule. The regularly assigned Motor Coach Operator of a run discontinued under this Section shall be given twenty-four (24) hours notice to exercise their seniority.

## SECTION 5

The Transit Manager, or designee, shall have full charge of the selection of runs. If a Motor Coach Operator has not made a run selection after twenty-four (24) hours, they shall be passed and reverted to bottom of seniority list for bidding purposes.

## **ARTICLE 17**

### **OPERATOR'S RULES**

#### SECTION 1

All Motor Coach Operators shall respond to calls made upon them by the CITY. When unassigned operators are available, regular Motor Coach Operators shall be required to perform extra work.

#### SECTION 2

Penalties for missing-out are as follows:

- a. For the first miss-out, loss of pay for the time missed-out.
- b. For the second miss-out, loss of pay for the time missed-out and placed on 90 days probation.
- c. For the third miss-out, suspended without pay for three (3) days and placed on six (6) months probation.
- d. If any miss-out occurs while the employee is on probation following the third miss-out, the employee will be subject to severe disciplinary action.

#### SECTION 3

Operator's rules will be determined by the CITY in conference with the UNION to provide and insure a smooth operating system.

## **ARTICLE 18**

### **MINIMUM PAY PROVISIONS**

#### SECTION 1

All Motor Coach Operators who are assigned and called for extra work shall receive a minimum of two (2) hours pay time at the over-time hourly rate of pay. The straight time hourly rate of pay applies if the operator is called in after a miss-out.

#### SECTION 2

A Motor Coach Operator receiving standby assignment should receive a minimum of two (2) hours at the straight time hourly rate. When assigned to a piece of work, they will receive the regular pay for the work in addition to time spent as standby.

## **ARTICLE 19**

### **TIME ALLOWANCES**

#### **SECTION 1**

All Motor Coach Operators required to report for duty at the garage shall receive ten (10) minutes preparatory time once each day. A Motor Coach Operator required to make more than one (1) report for duty at the garage shall receive ten (10) minutes preparatory time for the second pull-out. The preparatory time is provided for the inspection of equipment and other duties required to perform their work.

#### **SECTION 2**

All regular Motor Coach Operators shall receive 75 cents (\$.75) per hour over and above the regular rate when required to break-in trainees for the position of Motor Coach Operators.

#### **SECTION 3**

Motor Coach Operators relieved at points other than regular relief points, such as the garage or in the downtown area, shall be allowed travel time in addition to preparatory time.

#### **SECTION 4**

The preparatory time may be included within and made a part of any regular pay time provided for in this Agreement, except that it shall not be excluded from the overtime provision of this AGREEMENT.

## **ARTICLE 20**

### **LAY-OFFS**

When a sufficient number of unassigned Motor Coach Operators are available to do their work, assigned Motor Coach Operators shall be permitted to lay off, provided they indicate their desire. Unassigned Motor Coach Operators shall not be deemed to be available on cases where the use of such unassigned Motor Coach Operators would require the payment of overtime.

## **ARTICLE 21**

### **UNIFORMS**

#### **SECTION 1**

All Motor Coach Operators will be required to wear uniforms while on duty, in accordance with the specifications of the CITY. Such specifications shall provide for summer and winter uniforms. The uniform will be changed to: navy blue cargo pants (year-round), blue shirt (winter), black tie (winter), and light blue polo shirt with Transit logo in upper left front of shirt (summer). Motor Coach Operators will be required to report for duty in full uniform and well groomed. Uniforms shall be neat, clean and in proper repair. Violation of the dress code will call for progressively severe disciplinary action. Ties

shall be worn with a long sleeve shirt or jacket. Female employees shall be permitted to wear women's style ties.

Example: Tie shall be worn November 1 through March 31  
Optional September 1 - October 31 and  
May 1 - May 31

## SECTION 2

The City of Sioux City shall provide a uniform allowance of \$250.00 for full-time Motor Coach Operators. Uniform items include: items set forth in SECTION 1, 8-point or winter cap, Navy blue jacket, black shoes, black belt, a nameplate, and a cap device to be numbered and issued by seniority. Uniform allowance to be paid upon presentation of an invoice. The new uniforms will be determined by the City of Sioux City in conference with the Amalgamated Transit Union, Local #779.

## SECTIONv3

The City of Sioux City will purchase one complete uniform for new regular Motor Coach Operators, then allow \$250.00 for each year thereafter.

# **ARTICLE 22**

## **WAGE RATES AND CLASSIFICATIONS - MOTOR COACH OPERATORS**

### SECTION 1

The straight time hourly rates of pay for Motor Coach Operators covered by this Agreement shall be as follows:

POSITION	<u>July 1, 2003</u>
First Year Motor Coach Operator	\$16.2978
Senior Motor Coach Operator	\$16.6984
	<u>July 1, 2004</u>
First Year Motor Coach Operator	\$16.7867
Senior Motor Coach Operator	\$17.1994
	<u>July 1, 2005</u>
First Year Motor Coach Operator	\$17.3742
Senior Motor Coach Operator	\$17.8013
	<u>July 1, 2006</u>
First Year Motor Coach Operator	\$17.9823
Senior Motor Coach Operator	\$18.4243

The wage rates specified for each year of the Agreement are not subject to any cost of living adjustment.

## SECTION 2

Should any employee be appointed by the CITY as a dispatcher they shall be paid fifty cents (\$.50) per hour above the rate allowed to their classification while acting in that capacity. The CITY shall have the right to select any driver for charter assignments.



Employees covered by this agreement who serve as a dispatcher will continue to fall in their normal rotation for purposes of access to overtime. In the event that an operator is operating a bus and also performing dispatcher duties, he/she shall be paid the fifty cents (\$.50) per hour in addition to the driving rate. In no event will a driver be paid the fifty cents (\$.50) premium if they are not performing dispatch duties.

## **ARTICLE 23**

### **COST OF LIVING**

The wage increase during the duration of this contract shall be the greater of a cost of living wage or the wage increase of ten cents (\$.10) per hour effective June 30, 1991. The cost of living wage shall be figured at one cent (\$.01) per point increase according to the Department of Labor, U.S. Consumers Price Index, the all City Average for Urban Consumers issued for June 30, 1987. This article shall not become effective until after June 30, 1990.

This provision shall remain in the contract, but no cost of living wage rate adjustment will be made to any wage rates for the duration of this contract (July 1, 2003 to June 30, 2007).

## **ARTICLE 24**

### **OVERTIME - MOTOR COACH OPERATORS**

#### **SECTION 1**

All regular Motor Coach Operators shall be paid at the rate of one and one-half (1-1/2) times their regular straight time rate of pay for all work they are required to perform in excess of their regularly scheduled run of eight (8) hours in any one (1) day.

#### **SECTION 2**

All regular Motor Coach Operators required by the CITY to work on their regular day off shall be paid for all work so performed on that day at one and one-half (1½) times their regular straight time hourly rate of pay.

#### **SECTION 3**

All Motor Coach Operators required to work by the CITY on Sundays shall be paid for all work they perform at one and one-half (1½) times their hourly rate of pay.

#### **SECTION 4**

No time shall be paid for at a rate greater than one and one-half (1½) times the straight time hourly rate of pay, except holidays.

#### **SECTION 5**

Nothing in the Agreement shall be construed so as to require the CITY to work any employee at a rate of pay in excess of their regular straight time hourly rate of pay.

## SECTION 6

When an unassigned regular Motor Coach Operator has a hold down, he shall be regarded as the regular Motor Coach Operator.

## **ARTICLE 25**

### **DEFINITIONS OF CLASSIFICATIONS**

#### SECTION 1

#### MECHANIC EMPLOYEE

A Mechanic is one who performs semi-skilled to skilled mechanical repair work on motorized transit equipment and engines with only general assistance from a supervisor; and who will be required to fuel, oil and clean vehicles and parts, and any other type of service work; and who may also be used in the cleaning and maintenance of the buildings and grounds.

#### SECTION 2

#### **SERVICE WORKER**

A Service Worker is defined as one who will be required to gas, oil and clean vehicles and parts and who will be used in the cleaning and maintenance of the buildings and grounds and any other type of service work.

#### SECTION 3

#### **CUSTODIAN**

A Custodian is defined as one who can satisfactorily clean offices, lobbies, restrooms, interior of buses and do general custodial work.

## **ARTICLE 26**

### **WORK DAY AND DAY OFF**

#### SECTION 1

Eight (8) hours shall constitute a day's work in the Maintenance Department. Five (5) days work shall constitute a work week.

#### SECTION 2

All maintenance employees shall be entitled to at least two (2) days off each week. The CITY shall designate the number of employees that can be off in one (1) day.

#### SECTION 3

If a maintenance employee is called for duty after performing a regular day's work, they shall receive a minimum of two (2) hours pay.

#### SECTION 4

This Article shall not be construed as a guarantee.

## **ARTICLE 27**

### **ASSIGNMENT OF WORK - MAINTENANCE EMPLOYEES**

#### **SECTION 1**

Seniority and qualifications shall regulate the assignment of work in the Maintenance Department.

#### **SECTION 2**

Assignment dates will be fixed by the CITY whenever, in its opinion, changes require a new assignment.

#### **SECTION 3**

Ten (10) days before any assignment date, the CITY shall designate how many of its employees are required in each classification and on each of its work shifts, including days off on each of its work shifts. The qualified employees shall be permitted to choose a shift with the scheduled day off in accordance with their seniority. The selection of shifts shall be closed three (3) days before each assignment.

#### **SECTION 4**

It is the general policy of the CITY, in accordance with its maintenance needs, to use its maintenance employees on work for which they are best qualified, reserving to the CITY the sole right to judge qualifications and to assign its maintenance employees to such work as it may deem necessary.

The maintenance employees will perform all work assignments to the best of their ability and endeavor to acquire all the knowledge possible to better enable them to perform their assignment well and efficiently.

## **ARTICLE 28**

### **PROMOTIONS - MAINTENANCE DEPARTMENT**

#### **SECTION 1**

Employees who are employed by the City as Transit System Mechanics as of January 1, 2000, shall not be required to pass a civil service examination in order to perform work as a Transit System Mechanic for the City. Any employee or individual who is not employed by the City as a Transit System Mechanic as of January 1, 2000, shall be required to pass a civil service examination in order to perform work as a Transit System Mechanic for the City.

## **ARTICLE 29**

### **TEMPORARY TRANSFERS**

When a maintenance employee is temporarily transferred from one classification to another classification affording a higher rate of pay, the employee so transferred shall receive the rate of pay attached to such classification during the period of such transfer.

## ARTICLE 30

### WAGE RATES AND CLASSIFICATIONS

#### SECTION 1

All maintenance employees shall be guaranteed forty (40) hours work week and one and one-half (1½) times for all hours worked over forty (40).

#### Mechanic

#### Year One Wage Rate

Step 1 (12 months, then progress to next step)	\$16.6059
Step 2 (24 months, then progress to next step)	\$16.9345
Step 3 (24 months, then progress to next step)	\$17.2631
Step 4 (36 months, then progress to next step)	\$17.5918
Step 5	\$18.0846

#### Mechanic

#### Year Two Wage Rate

Step 1 (12 months, then progress to next step)	\$17.1041
Step 2 (24 months, then progress to next step)	\$17.4425
Step 3 (24 months, then progress to next step)	\$17.7810
Step 4 (36 months, then progress to next step)	\$18.1196
Step 5	\$18.6271

#### Mechanic

#### Year Three Wage Rate

Step 1 (12 months, then progress to next step)	\$17.7027
Step 2 (24 months, then progress to next step)	\$18.0530
Step 3 (24 months, then progress to next step)	\$18.4033
Step 4 (36 months, then progress to next step)	\$18.7538
Step 5	\$19.2790

#### Mechanic

#### Year Four Wage Rate

Step 1 (12 months, then progress to next step)	\$18.3223
Step 2 (24 months, then progress to next step)	\$18.6849
Step 3 (24 months, then progress to next step)	\$19.0474
Step 4 (36 months, then progress to next step)	\$19.4102
Step 5	\$19.9538

<u>POSITION</u>	<u>July 1, 2003</u>	<u>July 1, 2004</u>	<u>July 1, 2005</u>	<u>July 1, 2006</u>
Service Worker	\$16.3855	\$16.8771	\$17.4678	\$18.0792
Custodian	\$11.7144	\$12.0658	\$12.4881	\$12.9252

The wage rates specified for each year of the Agreement are not subject to any cost of living adjustment or wage re-opener.

## SECTION 2

The City of Sioux City will provide and maintain five (5) uniform changes per week for maintenance employees. Maintenance employees shall receive an allowance of one hundred dollars (\$100) per year for boots. Employees will be reimbursed for expenses which they incur for the purchase of boots after providing the Transit Manager with a receipt for the purchase. The boot allowance may be used only for those items designated by the City.

## SECTION 3

Should any employee be appointed by the CITY as a working crew chief, they shall be paid fifty cents (\$.50) per hour over and above the rate allowed to their classification while acting in that capacity.

## SECTION 4

All maintenance employees shall be allowed five (5) minutes once each day at the end of their work shift to wash up.

# **ARTICLE 31**

## **OVERTIME - MAINTENANCE EMPLOYEES**

Maintenance employees shall be paid at the rate of one and one-half (1-1/2) times their regular straight time hourly rate of pay for all work they are required to perform in excess of eight (8) hours in any one day or on their regular assigned days off.

# **ARTICLE 32**

## **HEALTH AND LIFE INSURANCE**

### SECTION 1

The CITY will provide group health insurance for the employees. The health insurance premium for the employees shall be paid by the CITY.

#### **Full-Time Employees:**

For employees who elect such coverage, the City shall pay 100% of the premium for Employee, Employee Plus 1 coverage, and Employee Plus 2 or more coverage.

Employees who provide the City proof of health insurance coverage from another source (a source other than the City) may waive participation in the health insurance plan and will receive a credit equal to thirty-three percent (33%) of the cost of the health insurance premium for the type of coverage for which they are eligible. This credit may be applied as follows: (1) to a tax-deferred annuity, (2) to the purchase of vision insurance, (3) to the purchase of additional life insurance (up to a maximum of \$50,000), or (4) to a cash payment.

The City shall pay one hundred percent (100%) of the cost of the premium for employee coverage and dependent coverage for the current dental insurance plan. Employees may elect to participate in a Basic Dental insurance plan. Employees who elect to participate in the Basic Dental insurance plan will receive an insurance plan credit which may be applied as follows: (1)

to the employee's cost of dependent health insurance, (2) to the purchase of vision insurance, or (3) to the purchase of additional life insurance (up to a maximum of \$50,000).

**Part-Time Employees:**

The CITY will pay sixty-six percent (66%) of the cost of the premium for employee coverage and sixty-eight percent (68%) of the difference between the cost of the premium for health insurance coverage for dependent coverage and the cost of the premium for health insurance for employee coverage for part-time employees who work 25 hours per week or more year round. The determination of eligibility of part-time employees will be made every 12 months (July to June).

The current health insurance plan shall be modified as follows:

1. The basic benefit plan will be a comprehensive plan with payments in network at 90/10% and payments out of network at 75/25% and with a maximum out-of-pocket expense of:

	<u>In Network</u>	<u>Out Of Network</u>
Employee	\$300	\$750
Employee + 1	\$500	\$1,100
Family	\$700	\$1,400

Out-of-pocket expenses includes the medical deductible only. It does not include dental or prescription drug deductibles. This plan will be identical to the plan agreed upon by the City of Sioux City and AFSCME, Local 212.

The Office Visit co-payment shall be changed to \$15.00 and the co-payment shall not be applicable to the employee's deductible or out-of-pocket obligations.

2. Establishment of a pre-admission program for all in-patient hospitalization, but with a maximum out-of-pocket payment by the employee of 50 percent, but not to exceed a total of \$750.00, if authorization is not obtained.
3. Establishment of a pre-authorization review program for certain specified outpatient procedures. The pre-authorization review will be for only the same procedures as under the Police bargaining unit plan.
4. A modification to the Prescription Drug Program by increasing the co-payment to:

Generic	\$ 5.00
Brand Name Formulary	\$15.00
Brand Name Non-Formulary	\$25.00

90-day prescription drug refill for 2 co-payments.

5. Modifying the definition of physician to include licensed clinical psychologist for mental, nervous, and substance abuse case treatment.
6. A separate dental deductible of \$25 for an individual and \$50 for family will become a part of the dental insurance plan. The maximum annual benefit will be \$750.00.
7. The following deductibles must be satisfied before co-insurance obligation begins. Deductibles will be amended to reflect the following:

	<u>In Network</u>	<u>Out Of Network</u>
Employee	\$150	\$200
Employee + 1	\$250	\$300
Family	\$350	\$400

8. The prescription drug plan will be subject to a deductible of \$25.

After the preceding deductible has been satisfied, prescription drug benefits will be provided in accordance with the drug card (\$5/15/25 co-pay). The prescription drug plan will also be modified to provide that the plan will pay benefits only for generic drugs unless the employee's physician prescribes a brand name drug.

9. An Emergency Room co-pay of \$25 shall be instituted and the co-payment shall not be applicable to the employee's deductible or out-of-pocket obligations.

## SECTION 2

The CITY will provide group life insurance for active employees in the amount of \$20,000 and the employee shall have the option of purchasing an equal amount of life insurance.

## SECTION 3

The CITY shall pay full cost of long-term disability for full-time employees. Any increase during the life of this contract will be borne by the employees. The long-term disability shall be the same as that of the PATS employees of the City of Sioux City.

## SECTION 4

The City will make available a group vision insurance plan for employees which provides benefits that are negotiated by the parties. Employees who wish to participate in this vision insurance plan must do so by means of payroll deduction.

# **ARTICLE 33**

## **SEPARABILITY**

This Agreement shall be subject in all respects to all present and future applicable laws, statutes, ordinances and regulations of the United States of America, the state of Iowa and the municipalities in or through which the CITY operates. In the event any part or provision becomes null and void, the remaining portion shall remain in full force and effect.

# **ARTICLE 34**

## **WAIVERS**

The waiver of any breach or condition of this Agreement by any party shall not constitute a precedent for any subsequent waiver of any breach or condition.

## **ARTICLE 35**

### **DURATION OF CONTRACT**

#### **SECTION 1**

This Agreement shall be in effect from July 1, 2003, through June 30, 2007, inclusive, except that at the expiration of the said term or any renewal thereof either party may terminate the Agreement by giving notice to the other party of its intention to terminate the Agreement or to negotiate changes in its provisions. Said notice shall be in writing and be delivered to the other party not later than November 1, 2006. If such notice is given it shall also contain an offer to meet and confer with the other party for the purpose of negotiating a new Agreement.

If either state or federal legislation relating to participation in a plan of national, state, or regional health care is passed prior to the expiration of this Agreement, then the parties agree that the following provisions of the Agreement will be subject to renegotiation at the request of either party: Article 22, Section 1 (wage rates); Article 30, Section 1 (wage rates); Article 32, Section 1; and Article 41, Section 1 (wage rates).

#### **SECTION 2**

If no Agreement shall have been reached by the parties, the Federal Mediation and Conciliation Service and any state agency established to mediate and conciliate disputes within the state, shall be notified of the existence of a dispute.

#### **SECTION 3**

If the City of Sioux City sells the Transit System to a third party who continues the bus service, this contract will continue in full force and effect to June 30, 2007.

## **ARTICLE 36**

In the event any provision of this Agreement is held to be invalid or otherwise unenforceable under Federal or State law, such provision shall be re-negotiated for purpose of adequate replacement under Section 13 (c) of the Act. If such negotiation shall not result in mutually satisfactory Agreement, either party may invoke the jurisdiction of the Secretary of Labor to determine substitute fair and equitable employee protective arrangements which shall be incorporated in this Agreement.

## **ARTICLE 37**

It is hereby agreed not to discriminate against employees or applicants for employment, because of race, color, religion, sex, or national origin.

## **ARTICLE 38**

In case of death, all accrued vacation, holiday and sick leave benefits shall be paid to the employee's beneficiary.



## ARTICLE 39

### RETIREMENT

#### SECTION 1

As of January 1, 1973 all active members on the CITY payroll were issued a certificate. This certified their rights under the previous pension plan, (two dollars per year of service) was frozen, and would be paid to them at the time of retirement if they were still a full-time employee of the CITY. After January 1, 1973 it will be compulsory for all active members to enroll under Iowa Public Employees Retirement System (IPERS).

#### SECTION 2

The retirement of an employee who is eligible for a pension under Iowa Public Employees Retirement System shall be at the employee's option.

#### SECTION 3

When in the judgment of the CITY, an employee becomes unable to satisfactorily perform the duties of their job, they may be assigned work within their capabilities if such work is available. If work within the capabilities of the employee is not available and the employee is sixty-two (62) or more years of age, or is under sixty-two (62) years of age, but with fifteen (15) or more years of service, they shall be retired with pension provided for in Section 1 above. Years of service shall mean only years of continuous active service after having become regular full-time employee of the CITY.

#### SECTION 4

A retirement pay allowance equal to the amount of vacation earned on January 1 of the year of retirement times the proportion of the year worked at least seventy-five percent (75%) of the allotted working days, calculated in full months work, will be paid to the retiring employee.

#### EXAMPLE:

- a. Retiree has earned 160 hours of vacation on January 1 of the year in which they retire.
- b. Retiree worked at least seventy-five (75%) of allotted days for a period of five (5) full months.
- c. The retirement pay allowance would equal  $\frac{5}{12}$  of 160 hours at the rate of pay the retiree was earning at the time of retirement.

#### SECTION 5

- a. All employees upon retirement shall receive compensation for all accrued vacation and sick leave, with a maximum of 120 days sick leave benefits at their current hourly rate of pay.
- b. Employees who have retired prior to May 1, 1968, shall continue to receive the same pension received effective May 1, 1968.
- c. The pension system will remain as outlined in the existing contract.

## ARTICLE 40

### NATIONAL EMERGENCY CLAUSE

There will be a wage re-opener in the event of a national emergency (declaration of war).

## ARTICLE 41

### PART TIME EMPLOYEES

#### SECTION 1

Motor coach operators employed on a part-time basis shall be paid as follows:

	<u>July 1, 2003</u>
Regular part-time operator	\$13.0833
Starting part-time operator	\$10.2815
	<u>July 1, 2004</u>
Regular part-time operator	\$13.4758
Starting part-time operator	\$10.5899
	<u>July 1, 2005</u>
Regular part-time operator	\$13.9475
Starting part-time operator	\$10.9606
	<u>July 1, 2006</u>
Regular part-time operator	\$14.4357
Starting part-time operator	\$11.3442

The wage rates specified for each year of the Agreement are not subject to any cost of living adjustment.

#### SECTION 2

The City of Sioux City will provide part-time motor coach operators with initial issue consisting of one convertible cap, one shirt, one black tie (winter), navy blue cargo pants (year-round), blue shirt (winter), and light blue polo shirt with Transit logo in upper left front of shirt (summer) and transit passes for part-time employee and dependents. After the completion of one year of service, part-time motor coach operators who work an average of twenty-five (25) hours or more per week will receive a two hundred (\$200.00) clothing allowance and part-time motor coach operators who work an average less than twenty-five (25) hours per week will receive a one hundred fifty (\$150.00) clothing allowance.

#### SECTION 3

The CITY shall provide free transportation to the part-time employees and their dependents.

#### SECTION 4

When a part-time Motor Coach Operator is promoted to full-time status they will fall into the following year (July 1) for purposes of the clothing allowance.

## **ARTICLE 42**

### **COMMERCIAL DRIVERS LICENSE**

The CITY shall provide up to \$40.00 for the CDL license. The employee shall be reimbursed up to \$40.00 upon proof of acquiring the CDL license.

## **ARTICLE 43**

### **EVALUATION PROCEDURES**

#### **SECTION 1            REQUIRED EVALUATIONS**

Employees may be evaluated at such frequency as the Transit Manager may determine, but not less than annually.

#### **SECTION 2            EVALUATION CONFERENCE**

A conference regarding the evaluation shall be held between the employee and the evaluator following the completion of the written evaluation. A copy signed by both parties shall be given to the employee.

#### **SECTION 3            EMPLOYEE RESPONSE**

All evaluation reports shall be placed in the employee's official personnel file. The employee has the right to respond to the evaluation report, and such response shall become part of the evaluation report.

#### **SECTION 4            EVALUATION FORM AND CRITERIA**

The evaluation form and criteria shall be subject to the mutual agreement of the CITY and the UNION. Impasse on any issue will be resolved by arbitration or by other mutually agreeable procedures.

#### **SECTION 5            GRIEVABILITY**

The substance of an evaluation shall be subject to the grievance procedure. The evaluation will be sustained unless the employee demonstrates that it is arbitrary or capricious.

IN WITNESS WHEREOF, the parties have hereunto caused this AGREEMENT to be executed and signed by their duly authorized officers and representatives this 7th day of October in the year of our Lord, 2003.

CITY OF SIOUX CITY

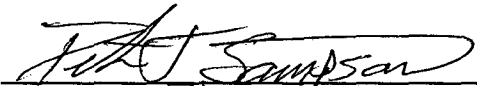
  
CITY MANAGER

  
ATTEST: Daniel L. Jensen  
TRANSIT MANAGER

  
ATTEST: CITY CLERK

DIVISION NO. 779, AMALGAMATED  
TRANSIT UNION

  
Howard Barrett, PRESIDENT

  
ATTEST: Peter J. Sampson  
VICE PRESIDENT

## ADDENDUM "A"

### DRUG POLICY

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## **ADDENDUM "A" - DRUG POLICY**

### **I. DEFINITIONS**

For the purpose of interpreting and enforcing the Drug Policy of the CITY, the following definitions shall be applicable.

- a. "Accident" means an occurrence associated with the operation of a revenue service vehicle, whether or not such vehicle is in revenue service, if:
  - (1) An individual dies or must be taken to a medical treatment facility;
  - (2) The occurrence results in property damage that is estimated by the CITY (utilizing past experience and local insurance industry damage estimation standards) to be more than \$5,000; or
  - (3) The occurrence must be reported to the Federal Highway Administration, the Federal Railroad Administration, or the Coast Guard.
- b. "Anti-drug program" means an anti-drug program required by this part.
- c. "Pass a drug test" means that a medical review officer has determined that the results of a drug test administered under this Drug Policy:
  - (1) Showed no evidence or insufficient evidence of a prohibited drug or drug metabolite;
  - (2) Showed evidence of a prohibited drug or drug metabolite but there was a legitimate medical explanation for the result;
  - (3) Were scientifically insufficient to warrant further action; or
  - (4) Were suspect because of irregularities in the administration of the test or observation of chain of custody procedures.
- d. "Prohibited drug" means the following substances specified in Schedule I or Schedule II of the Controlled Substances Act 21 U.S.C. 801 et. seq. and published at 21 CFR 1308.11 and 21 CFR 1308.12; marijuana; cocaine; opiates; phencyclidine (PCP); and amphetamines.
- e. "Revenue service vehicles" means a bus, van, car, trolley car, or trolley bus used to transport passengers.
- f. "Sensitive safety function" means any duty related to the safe operation of mass transportation service including:
  - (1) Operation of a revenue service vehicle, whether or not such vehicle is in revenue service;
  - (2) Controlling dispatch or movement of a revenue service vehicle;

- (3) Maintaining revenue service vehicles or equipment used in revenue service; or
- (4) Supervising an employee who performs one of the foregoing functions.

## **II. POLICY STATEMENT**

- a. General Prohibition: Under no circumstance may a CITY employee manufacture, distribute, sell, dispense, possess, consume, or use prohibited drug in the workplace reasonably prior to or during work time, during work breaks, or during the lunch hour when such employee will or can reasonably expect to be back on the job at his/her work station immediately following such work break or lunch period.
- b. Specific Prohibitions:
  - (1) An employee may not perform a sensitive safety function while that employee has a prohibited drug in his or her system.
  - (2) If an employee performing a sensitive safety function refuses to take a drug test authorized under this Drug Policy or is tested for drugs under this Drug Policy and does not pass the drug test, that employee shall be relieved of his or her sensitive safety duties immediately.
  - (3) An employee who refuses to take a drug test authorized under this Drug Policy does not pass a drug test administered under this Drug Policy may not return to a sensitive safety function until the employee has passed a return to duty drug test required under this Drug Policy.
- c. Drug Awareness Program: The CITY shall establish a drug awareness program to inform employees about:
  - (1) The effects, consequences and dangers of the use of prohibited drugs in the workplace.
  - (2) The CITY policy of maintaining a drug-free workplace.
  - (3) Available counseling and rehabilitation programs.
  - (4) The procedures to be followed and the penalties that will be imposed for violating this policy.

## **III. DRUG TESTING**

- a. Pre-employment Testing:
  - (1) An individual may not be hired to perform a sensitive safety function unless the individual passes a drug test administered under this Drug Policy.
  - (2) An employee who does not perform a sensitive safety function may not be assigned to perform a sensitive safety function until the employee passes a drug test administered under this Drug Policy.

- (3) A pre-employment drug test required by this Drug Policy may be administered only after the person to be tested is informed that the urine sample being collected will be tested for evidence of:

- (a) Marijuana;
- (b) Cocaine;
- (c) Opiates;
- (d) Phencyclidine (PCP); and
- (e) Amphetamines.

b. Reasonable Cause Testing:

- (1) An employee who performs a sensitive safety function and who is reasonably suspected of using a prohibited drug must be administered a drug test under this Section.
- (2) An employee reasonably suspected of using a prohibited drug when a supervisor who is trained in the detection of drug use articulates and can substantiate specific behavioral performance or contemporaneous indicators of probable drug use.

c. Post-Accident Testing:

- (1) An employee who performed a sensitive safety function that either contributed to an accident, or cannot be completely discounted as a contributing factor to an accident must be administered a drug test under this Drug Policy.
- (2) A decision not to administer a drug test under this section shall be made by an individual designated by the CITY who was not involved in the accident. The determination shall be based on the best information available at the time.
- (3) The urine sample for a post-accident drug test required by this Section shall be collected as soon as possible but not later than 32 hours after the accident.

d. Random Testing:

- (1) An employee who performs a sensitive safety function shall be subject to drug testing on an unannounced and random basis.
- (2) Except as provided in paragraph (e), a recipient must administer a number of drug tests under this section equal to 50 percent of all employees who perform sensitive safety functions each calendar year.
- (3) Each employee who performs a sensitive safety function shall be in a pool from which random selection is made. Each employee in the pool shall have an equal chance of selection and shall remain in the pool even after the employee has been tested.
- (4) An employee shall be selected for drug testing on a random basis by using a scientifically valid random number generation method.
- (5) During the first twelve months following the institution of random drug testing under this section, a recipient or operator shall meet the following conditions:



- (a) The random drug testing is spread reasonably through the twelve-month period;
  - (b) The last test collection during the year is conducted at an annualized rate of 50 percent; and
  - (c) The total number of tests administered during the 12 months is equal to at least 25 percent of all employees who perform sensitive safety functions.
- e. Return to Drug Testing:
- (1) An employee who refuses to take or does not pass a drug test administered under this Drug Policy may not return to a sensitive safety function until the employee passes a drug test administered under this section and the medical review officer has determined that the employee may return to duty.
  - (2) An employee who must be tested under this section may be administered an unannounced drug test for up to 60 months after the employee returns to a sensitive safety function.
- f. The following shall be considered minimum levels necessary for a positive test result:

<u>Substance</u>	<u>Screen Immunoassay (RIA/EMIT)</u>	<u>Confirmation Screen Gas chromatograph/ Mass Spectrometry (GC/MS)</u>
Alcohol	0.4%	0.4%
Marijuana	100 ng/ml	15 ng/ml
Cocaine	300 ng/ml	150 ng/ml
Phencyclidine (PCP)	25 ng/ml	25 ng/ml
Opiates	300 ng/ml	300 ng/ml
Amphetamines	1000 ng/ml	500 ng/ml

Any result below the minimum levels shall be considered a negative test result unless the medical review officer, with such information as is available to him/her, finds to the contrary.

- a. When an employee tests positive for drugs and/or alcohol as certified by the medical review officer, the employee in addition to or as a part of any treatment directed by the medical review officer shall be offered a referral for rehabilitation to the employee assistance program. Any employee who then refused to enroll in the employee assistance program will be terminated from employment with the CITY.

#### **IV. TESTING PROCEDURES**

- a. Collecting and Testing Agents:
  - (1) The CITY shall designate a local medical facility or testing laboratory as the situs for the collection of specimens.
  - (2) The CITY shall designate a drug testing laboratory for the screening of specimens. Such drug testing laboratory shall be one which is certified by the Department of Health and Human Services to do drug testing for Federal

agencies under the Scientific and technical Guidelines for Drug Testing Programs issued by the Alcohol Drug Abuse and Mental Health Administration on April 11, 1988.

b. Collecting Process:

- (1) Employees and applicants for employment shall be requested to provide urine specimen. Such request shall specify the date, time and place to provide the specimen. Employees and applicants requested to provide a specimen shall complete forms provided by the CITY and by the agency conducting the collection and/or screening. The forms will document each employee's or applicant's recent use of all drugs, including but not limited to, prescription and over the counter drugs, and alcohol; provide consent to the specimen; authorize release of the results to a representative of the CITY; and verify the truth of the information provided. Failure of the applicant to comply with these procedures shall be a voluntary disqualification from the selection process.
- (2) Employees and applicants for employment shall report to the specified place at the date and time designated and shall be subject to the procedural and administrative requirements of the appropriate medical institution. An employee or applicant who is unable to provide a urine specimen shall remain at the appropriate medical institution until a sample is provided. An applicant shall be allowed a period of four (4) hours to provide a specimen. Failure of an applicant to provide a specimen as required or in the time allowed shall result in voluntary disqualification from the selection process.

b. Screening (Testing) Process:

- (1) The screening analysis shall consist of a preliminary screen utilizing a standard analytical method. Any initial positive screen result shall be confirmed by a second method. The confirming screen for prohibited drugs shall be gas-liquid chromatography combined with mass spectrometry (GC/MS).
- (2) The screening analysis shall test for evidence of:
  - (a) Marijuana;
  - (b) Cocaine;
  - (c) Opiates;
  - (d) Phencyclidine (PCP)
  - (d) Amphetamines; and
  - (e) Alcohol.
- (3) If a urine sample yields a positive result on confirmation, the laboratory shall retain the remainder of the sample in properly secured, long-term, frozen storage for at least 365 days. Within this 365-day period, the employee or representative of the employee, the CITY or the medical review officer may request that the laboratory retain the sample for an additional period. If, with the 365-day period, the laboratory has not received the proper written request to retain the sample for further reasonable period specified in the request, the sample may be discarded following the end of the 365-day period.
- (4) The laboratory shall report each confirmed positive test and the level found in the sample to the medical review officer for the anti-drug program.

d. Medical Review Officer:

- (1) The CITY shall designate a medical review officer who shall be a licensed physician with knowledge of substance abuse disorders and appropriate medical training to interpret and evaluate an individual's positive test result together with his or her individual medical history and any other relevant biomedical information.
- (2) The medical review officer for an anti-drug program shall:
  - (a) Receive the results of all drug tests from the laboratory;
  - (b) Verify that the laboratory report and assessment of all drug test results are reasonable;
  - (c) Determine whether an individual passes a drug test;
  - (d) Report each test that does not pass to the individual whom the CITY has designated to receive the results; and
  - (e) Determine whether an employee who refused to take or did not pass a drug test administered under this part may return to sensitive safety function duty.
  - (f) Determine what form of a treatment shall be undertaken by the employee who does not pass a test;
  - (g) In determining whether an employee may return to duty, the medical review officer must find:
    - (i) That the employee has passed subsequent testing, and
    - (ii) That the employee has successfully completed the treatment prescribed by the medical review officer.
- (3) When reviewing each confirmed positive test result under this section, the medical review officer may review the individual's medical history, including any medical records and biomedical information provided, in determining whether there is a legitimate medical explanation for the result, including the use of legally prescribed medication.
- (4) A medical review officer may request the laboratory to analyze the original urine sample again in order to verify the accuracy of the test result reported to the medical review officer.
- (5) The medical review officer shall maintain individual test results. The medical review officer shall keep the reports of individual test results that do not pass a drug test for at least five (5) years. The medical review officer shall keep the reports of individual test results that pass a drug test for at least one (1) year.

e. Retests:

- (1) An employee who does not pass a drug test administered under this part may request that the original urine sample be analyzed again.

- (2) An employee requesting a retest under this section must submit a written request within 60 days of the employee's receipt of the test result. The employee may specify retesting by the original laboratory site or by a second laboratory site that is certified to perform drug tests by the Department of Health and Human Services.
  - (3) An employee making a request for a retest under this section may be required to advance the cost of the additional analysis and all costs associated with the transfer of the specimen to another laboratory, including shipping and handling. If the retest results in the employee passing the drug test, the CITY shall reimburse any costs collected in advance.
  - (4) In a retest under this section, some analytes may deteriorate during storage. The detected levels of the drug below the detection limits established in 49 CFR Part 40, but equal to or greater than the established sensitivity of the assay, shall, as technically appropriate be reported and considered corroborative of the original positive results.
- f. The CITY shall provide to the UNION a description of the procedures used in collecting samples for tests.
  - (1) CITY shall provide the name of the collecting site, the screening site and the medical review officer.
  - (2) UNION shall, subject to the reasonable regulations of the collecting site, screening site and medical review officer, have the right to review the facilities of same.
- g. At the time of any request for testing, the CITY shall, upon the request of the employee, notify an officer or executive board member of the UNION that such test is being requested.
- h. CITY shall post on a bulletin board available for viewing by employees a copy of the CITY'S drug testing policy and procedures.

## **V. ACTIONS UPON POSITIVE FINDINGS**

- a. The medical review officer shall report each test that does not pass to the individual whom the CITY has designated to receive the results. The CITY shall within two (2) days notify the affected employee, in writing, of his/her failure to pass the test and of the employee's right to a retest. Upon the written authorization and release by the employee, the CITY shall also provide the UNION with a copy of said notice.
- b. Upon failure of the screening and confirmation screening the employee shall be placed on leave of absence without pay until the medical review officer has determined the employee may return to sensitive safety function duty.
- c. During such periods of leave the employee may utilize such sick leave and vacation benefits as are available to him/her.
- d. The medical review officer shall make the determinations required in Paragraphs IV.D.b.6. and IV.D.b.7. Upon the failure or refusal to undertake or complete the treatment

prescribed an employee by the medical review officer, the employee shall be terminated in employment with CITY.

- e. An employee may fail a test and may be returned to duty by the medical review officer three times in any sixty (60) month period, however upon the fourth failure to pass a test in such time period, the employee shall be terminated from employment with the CITY.
- f. The foregoing actions which are to be utilized upon positive test findings shall not affect or limit the right of the CITY to discipline an employee for conduct. Such discipline shall remain a management prerogative subject to grievance and arbitration procedures where applicable.

## **VI. RECORD KEEPING**

- a. The CITY shall retain all records related to the collection process and the reports of individuals not passing a drug test for at least five (5) years. The CITY shall retain the reports of individuals passing a drug test for at least one (1) year.
- b. The CITY shall permit FTA to examine records related to the administration and results of drug testing and shall submit to FTA the reports required by law.
- c. Except as hereinafter provided, no test result or other information from an anti-drug program may be released:
  - (1) The test result of an individual who was administered a drug test under this part may be released to a third party only if the individual tested signs a specific authorization for the release of the results to an identified person.
  - (2) Nothing in this section shall prohibit the CITY from allowing an individual who is administered a drug test under this part to receive the results of his or her drug test.
  - (3) Nothing in this policy or in this section shall prohibit the CITY from utilizing test results or anti-drug program information in the administration in this policy or in this section shall prohibit the UNION from utilizing grievance and arbitration procedures in the contract in disciplinary matters, however, the administration of this policy shall not be considered a disciplinary matter.

JFRIBERG\360259\1\11114072

CONTRACT/Transit 2003-2007 Final

**TABLE I-T**  
**AMALGAMATED TRANSIT UNION, LOCAL 779**  
**SIOUX CITY TRANSIT SYSTEM**  
**SALARY SCHEDULE**

<b><u>CLASS CODE</u></b>	<b><u>CLASS TITLE</u></b>	<b><u>PAY RANGE</u></b>	<b><u>EFFECTIVE 6/28/2003</u></b>	<b><u>EFFECTIVE 6/26/2004</u></b>	<b><u>EFFECTIVE 6/25/2005</u></b>	<b><u>EFFECTIVE 6/24/2006</u></b>	
7010	Motor Coach Operator Part-time Starting Pay	T 1	10.2815	10.5899	10.9606	11.3442	Hourly
7010	Motor Coach Operator Part-time Regular	T 2	13.0834	13.4759	13.9476	14.4357	Hourly
6035	Custodian	T 3	11.7144 937.15 24365.95	12.0658 965.27 25096.93	12.4881 999.05 25975.32	12.9252 1034.02 26884.46	Hourly Biwkly Annual
7020	Service Worker	T 4	16.3855 1310.84 34081.84	16.8771 1350.17 35104.30	17.4678 1397.42 36332.95	18.0791 1446.33 37604.60	Hourly Biwkly Annual
7010	Motor Coach Operator (First Year)	T 6	16.2979 1303.83 33899.63	16.7868 1342.95 34916.62	17.3744 1389.95 36138.70	17.9825 1438.60 37403.56	Hourly Biwkly Annual
7010	Motor Coach Operator (Senior)	T 6	16.6984 1335.87 34732.67	17.1994 1375.95 35774.65	17.8013 1424.11 37026.76	18.4244 1473.95 38322.70	Hourly Biwkly Annual
7021	Mechanic STEP 1 (0-12 mos.)	T 8	16.6059 1328.47 34540.27	17.1041 1368.33 35576.48	17.7027 1416.22 36821.66	18.3223 1465.79 38110.41	Hourly Biwkly Annual
	STEP 2 (13-36 mos.)		16.9345 1354.76 35223.76	17.4425 1395.40 36280.47	18.0530 1444.24 37550.29	18.6849 1494.79 38864.55	Hourly Biwkly Annual
	STEP 3 (37-60 mos.)		17.2631 1381.05 35907.25	17.7810 1422.48 36984.47	18.4033 1472.27 38278.92	19.0474 1523.80 39618.68	Hourly Biwkly Annual
	STEP 4 (61-96 mos.)		17.5918 1407.34 36590.94	18.1196 1449.56 37688.67	18.7537 1500.30 39007.78	19.4101 1552.81 40373.05	Hourly Biwkly Annual
	STEP 5 (97 mos. & over)		18.0846 1446.77 37615.97	18.6271 1490.17 38744.45	19.2791 1542.33 40100.50	19.9539 1596.31 41504.02	Hourly Biwkly Annual
7017	Dispatcher	T 9	17.1984 1375.87 35772.67	17.6994 1415.95 36814.65	18.3013 1464.11 38066.76	18.9244 1513.95 39362.70	Hourly Biwkly Annual